



City of Dyersville
City Administrator's Office

August 14, 2026

Mayor Jeff Jacque and Members of the City Council
City of Dyersville
Memorial Building
340 1st Avenue East
Dyersville, Iowa 52040

Dear Mayor Jacque and Members of the Council,

I ask the Council to approve two pay differentials for the City's full-time police officers: an additional \$3.00 per hour for hours worked at night and an additional \$5.00 per hour for hours worked on weekends. A differential is extra hourly pay tied to the time of day or day of the week worked, not to what the person does or how long the person has worked for the City. The differentials would take effect in the first full pay period after adoption and would end on June 30, 2027, unless the Council chooses to continue them.

Dyersville police officers work a four-day, ten-hour schedule that covers this community every hour of every day. That coverage is not shared evenly, as the timecards show. In Fiscal Year 2026, one officer worked 1,109 hours between 5:00 p.m. and 5:00 a.m. on weeknights and another 905 hours on weekends. A second officer worked 926 night hours and 614 weekend hours. A third officer, assigned a weekday daytime schedule, worked 7 night hours in the entire year.

Currently, an officer working at two o'clock on a Saturday morning earns the same as an officer working at two o'clock on a Tuesday afternoon. The gap between the first and third officers is roughly 2,000 hours per year, all paid at their base rate. In a five-officer department, this is hard to justify. Losing one officer costs the city a fifth of its patrol force. In the last five years, the City has adjusted base wages to meet market demands through its wage and compensation studies, but we have not paid for hours worked on nights and weekends, and that portion of the paycheck is now under pressure, especially as the City is proactively recruiting and retaining officers.

The night differential applies from 5:00 p.m. to 4:59 a.m. the following morning on Monday, Tuesday, Wednesday, and Thursday. The weekend differential applies from 5:00 p.m. Friday through 4:59 a.m. Monday. The two windows meet without overlapping or leaving a gap, and no hour ever earns both. If an hour falls within either window, only the higher rate applies, so there is no circumstance in which an officer receives \$8.00 per hour in premium pay. The differentials



are paid only for the hours an officer works. They are not paid for vacation, sick leave, holiday leave, personal leave, or compensatory time taken, even when that leave falls within a window.

Eligibility is narrow. Only full-time, sworn, hourly-paid police officers qualify. The Chief of Police, the Assistant Chief, and the Captain are salaried and do not qualify. Part-time officers, reserve officers, and temporary or seasonal employees do not qualify. Under current staffing, five officers are covered. The differentials apply to call-back hours because an officer called in at 2:00 a.m. on a Saturday morning is doing precisely the work this is meant to recognize. They do not apply to court appearances or scheduled training, although the Chief may request my approval to pay them when mandatory training falls within a window.

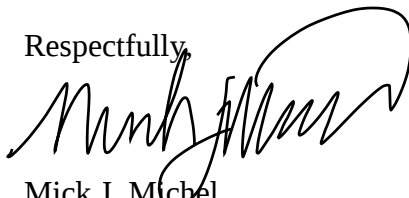
I built the cost estimate from every timecard entry the Police Department recorded in Fiscal Year 2026 — a full year of actual clock-in and clock-out data rather than a sample week. Across the five officers, that totals 3,341 night hours and 3,111 weekend hours, which is \$25,580 in wages and roughly \$30,100 once employer costs are added. The Council is not being asked to approve for a full year. Because the differentials would take effect in the first full pay period after adoption and end on June 30, 2027, adoption in September would result in a cost of approximately \$21,300 in wages and \$25,100, fully loaded, for the balance of Fiscal Year 2027. The attached worksheet shows the hours, officer by officer.

The money would come from the General Fund, specifically from the Police Department's operating budget. The adopted Fiscal Year 2027 budget contains no appropriation for shift differentials. I have reviewed the Police Department appropriation and believe the cost can be absorbed without a budget amendment. Federal law requires that a differential be counted in an officer's regular rate of pay, so overtime will cost slightly more as well. Police overtime is paid for hours worked beyond forty in a seven-day work period, and the added cost across the department is a few hundred dollars per year. It is included in the figures above.

I recommend that the Council adopt the attached resolution to establish a \$3.00 per hour night-shift differential and a \$5.00 per hour weekend differential for full-time police officers, effective with the first full pay period after adoption and expiring on June 30, 2027. This proposal addresses two key issues: first, the City currently requires five officers to cover every night and weekend shift in Dyersville, with no additional compensation compared to weekday afternoons. Second, the sunset date allows for a comprehensive review after one year, during which you will have actual cost data, insights from the Chief's scheduling report, and feedback from the officers participating in the program, enabling a well-informed decision about its continuation. Importantly, this resolution does not affect the upcoming compensation study, which will take effect on July 1, 2027.

If you have any questions, please feel free to contact me.

Respectfully,

A handwritten signature in black ink, appearing to read "Mick J. Michel", written over a horizontal line.

Mick J. Michel,
City Administrator

FISCAL WORKSHEET
Night and Weekend Differential Hours by Officer
Full Fiscal Year 2026 Basis (June 30, 2025 – June 29, 2026)

This worksheet applies the proposed differential windows to every timecard entry the Police Department recorded in Fiscal Year 2026. It is a full year of actual clock-in and clock-out data rather than a projection from a sample week. Only hours worked are counted; vacation, holiday, sick leave, personal leave, and compensatory time taken are excluded. A full year is a better basis because it absorbs the seasonal swings in a police schedule, including special-event weeks, and because it captures the windows as they were actually worked, hour by hour.

One officer's detail row was not included in the Fiscal Year 2026 timecard report, and he was new during the year, so his recorded hours ran well below a full-time schedule. Using them would understate the program. His figures are instead based on the full-year record of the prior incumbent in that position, in whom he is expected to work an overnight rotation in Fiscal Year 2027. That rotation ran from roughly 5:00 p.m. to 3:00 a.m., four nights a week, and about 96 percent of its hours fell within a differential window. The annualized hours are scaled down by about 2.5 percent to match the average hours worked of the four continuing officers, so the figures do not assume he takes less leave than his peers.

Differential hours and cost by officer

Officer	Base rate	Night hrs	Weekend hrs	Differential	Effective rate
Avenarius	\$36.03	7.4	220.3	\$1,124	\$36.60
Jobgen	\$35.61	16.3	747.5	\$3,786	\$37.48
Jochum	\$35.61	1,109.2	905.2	\$7,854	\$39.44
Sodawasser	\$32.91	926.3	613.7	\$5,848	\$36.01
Segebart*	\$30.37	1,282.2	624.4	\$6,969	\$33.89
Total		3,341.4	3,111.1	\$25,580	

** Segebart's figures are projected from the prior incumbent's full-year record, as described above. All other figures are actual Fiscal Year 2026 hours. Effective rate is base wage plus differential pay divided by hours worked.*

Annual cost summary

	Night hrs	Weekend hrs	Wages	Fully loaded
Weekly average	64.3	59.8	\$492	\$578
Twelve months	3,341.4	3,111.1	\$25,580	\$30,082
Adoption Sept. 2026 through June 30, 2027	2,784.5	2,592.6	\$21,317	\$25,068

Fully loaded figures apply employer costs of approximately 17.6 percent: FICA at 7.65 percent plus the IPERS protection occupation employer rate at approximately 9.94 percent.

What the Council is approving

Because the differentials expire June 30, 2027, the figure that matters for this decision is the third line, not the second. Adoption in September 2026 commits approximately \$25,100 fully loaded. The twelve-month line is shown so the Council can see what a full year would cost if it decides in May 2027 to continue the program. I recommend planning for a range of \$28,000 to \$33,000, fully loaded, for any future full year rather than a single figure, because staffing changes, a heavier event calendar, or overtime coverage during a vacancy can move the number several thousand dollars in either direction.

Assumptions requiring verification by the City Clerk/Treasurer

The IPERS protection occupation employer rate of approximately 9.94 percent; whether shift differential pay is IPERS-covered wages; and whether the Fiscal Year 2027 cost is absorbed within the existing Police Department appropriation or requires a budget amendment under Iowa Code Section 384.18.

A note on base rates

Base hourly rates do not materially affect the cost of this program. A flat dollar differential costs the same regardless of an officer's base wage. Base rates enter the calculation only through overtime, where the effect across the department is limited to a few hundred dollars annually.
